

Drug Free Workplace Policy Statement

MEMORANDUM

To: University Community
From: Office of the President
Subject: Drug-Free Workplace/Schools Policy Statement 2000

Florida Gulf Coast University's Drug-Free Workplace/Schools Policy was promulgated to comply with the Drug-Free Workplace Act adopted by Congress in 1988 and the Drug-Free Schools Communities Act Amendments of 1989, Public Law 101-226. The regulations require publication of a policy statement notifying students and employees of the University's Drug-Free Workplace/Schools Policy and establishment of a drug prevention program.

We are committed to providing an academic and workplace environment free of the illegal use and abuse of alcohol and the manufacture, sale, purchase, use, possession, or distribution of illicit drugs in and on FGCU owned or controlled property. Florida Law prohibits the sale or distribution of illicit drugs within a 200-foot perimeter of the University property. We are providing information regarding the health risks associated with substance abuse, available drug and alcohol counseling, treatment, or conduct and penalties for violations. I urge each of you to read this material carefully.

Your help is needed to ensure compliance with this policy. Faculty or staff with questions regarding the policy should contact the Office of Human Resources at 239-590-1400. Students with questions or issues about the Drug-Free Workplace/Schools Policy should contact the Office of the Dean of Student Services at 239-590-7900.

Legal Sanctions

Federal, state and local law outlaw possession, use and distribution of illicit drugs. Additionally, the law prohibits the use of alcohol by underage persons, distribution of alcohol to underage persons, sale of alcohol without a license, and driving under the influence of alcohol. The minimum drinking age in Florida is 21 years of age for all alcoholic beverages, including beer and wine. Florida Statutes Chapter 893 outlines the laws related to Drug Abuse Prevention and Control, and Florida Statutes Chapter 562 outlines the laws related to Beverage Enforcement. Sanctions for violation of drug and alcohol laws include steep fines, lengthy imprisonment and other restrictions of "civil liberties" as provided in Florida Statutes Chapter 775.

If an unlawful distribution of drugs leads to the unlawful killing of a human being, it is punishable as a capital felony. Sanctions for violation of alcohol laws include revocation of driving privileges, fines and long-term imprisonment. Revocation of professional licenses and other privileges and Criminal records may have lifelong consequences.

POLICY STATEMENT

The unlawful sale, purchase, manufacture, distribution, dispensing, possession or use of a controlled substance or the unlawful possession and use of alcohol is prohibited in and on Florida Gulf Coast University owned or controlled property, as part of any of its activities, or within a 200 foot perimeter of the University property. No employee/student is to report to work/class or any University activity while under the influence of illegal drugs or alcohol. Violation of these policies by an employee/student shall be reason for evaluation/treatment for a drug/alcohol use disorder or for disciplinary action up to and including termination of employment or expulsion from the University. Such action will be in accordance with the FGCU Student Code of Conduct or with applicable collective bargaining agreements for employees and other policies and procedures; or referral for prosecution consistent with local, state, and federal law. To comply with the Federal Drug-Free Schools/ Campuses Act, Florida Gulf Coast University will provide an annual notice regarding its drug prevention program to students and employees and conduct a biennial review of the program.

The University will continue to provide comprehensive Drug-Free Awareness and Education programs for employees and students.

To comply with Federal Drug-Free Workplace Act, Florida Gulf Coast University has the following requirements:

An individual employed by a grant or contract shall notify his/her supervisor or other appropriate management representative of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) days after such conviction.

The University shall notify any federal contracting agency within ten (10) days of having received notice that an employee engaged in the performance of such contract or grant has had a criminal drug statute conviction for a violation occurring in the workplace.

The University will take appropriate personnel action with any such employee who is so convicted, or require the employee's satisfactory participation in a drug abuse assistance or rehabilitation program.

Substance Abuse Health Risks

Many physical and mental health risks are associated with the abuse of both legal and illicit drugs. Substance abuse affects not only the user, but family members, work associates, and classmates as well. Productivity, academic performance, work quality, motivation, judgment, pregnancy, and personality can be adversely affected. A list of the most common health risks are provided here for your information.

COCAINE

Long-term use of cocaine can lead to psychological dependence. Its immediate effects include elevated blood pressure and body temperature, and increased heart rate. Occasional use can cause stuffy or runny nose. Chronic use can cause ulceration of the mucous membrane in the nose. Injecting cocaine with unsterile equipment can transmit AIDS and other infections. Preparation of freebase, which involves the use of highly volatile solvents, can result in fire or explosion.

Crack or freebase rock, a concentrated form of cocaine, is extremely potent. Its effects are felt within 10 seconds of use. Physical effects include insomnia, appetite loss, tactile hallucinations, paranoia and seizures. Cocaine use may lead to death through disruption of the brain's control of heart and respiration.

DEPRESSANTS

The effects of depressants are similar to those of alcohol. Large doses can cause slurred speech, staggering gait and altered perception. Very large doses can cause respiratory depression, coma and death. The combination of depressants and alcohol can increase the effects of the drugs and multiply the risks.

The use of depressants can cause both physical and psychological dependence. Regular users may develop tolerance to the drug and increase intake. Cessation of abuse may cause withdrawal symptoms ranging from insomnia and anxiety to convulsions and death.

Babies born to women who abuse depressants during pregnancy may be physically dependent on the drugs and show withdrawal symptoms shortly after they are born. Birth defects and behavioral problems have been associated with these children.

ALCOHOL

Alcohol is the most commonly abused drug and is most frequently associated with school, job, social, health, and legal problems. Alcohol consumption results in several behavioral changes. Judgment and coordination are significantly affected by low doses, whereas aggressive behavior

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Substance Abuse Health Risks cont...

characterizes the use of moderate doses of alcohol. High levels of alcohol consumption may lead to impairment in learning and memory. Very high doses, or low doses combined with other depressants, results in respiratory depression, coma, and death.

Persistent use of alcohol can lead to physical dependence. Sudden cessation in alcohol intake usually results in life threatening withdrawal symptoms, including anxiety, tremors, hallucinations and seizures. Prolonged alcohol abuse is frequently associated with poor nutrition which often permanently damages vital organs such as the brain and liver.

Women who drink while pregnant may give birth to infants with irreversible physical abnormalities and mental retardation, which are signs of fetal alcohol syndrome. Children of alcoholic parents are more likely to abuse alcohol.

INHALANTS

Many psychoactive substances are inhaled as gases or volatile liquids. Some commercial products such as paint thinners and cleaning fluids are mixtures of volatile substances, so it is difficult to be specific about the effects.

Immediate effects of inhalants include nausea, sneezing, coughing, nose bleeds, fatigue, lack of coordination, and loss of appetite. Solvents and aerosol sprays may decrease heart and respiratory rates and impair judgments. Amyl and butyl nitrate cause rapid pulse, headaches, and involuntary passing of urine and feces. Long-term use may result in hepatitis, brain damage, weight loss, fatigue, electrolyte imbalance, and muscle weakness. Repeated use of inhalants may permanently damage the nervous system.

ANABOLIC STEROIDS

Closely related to the male sex hormone testosterone, anabolic steroids may be prescribed for a limited number of medical conditions such as severe burns and certain types of anemia and cancers. When combined with a program of muscle-building exer-

cise and diet, steroids may contribute to increases in body weight and muscular strength. However, steroid use can cause physical and psychological side effects, including acne, liver cancer, sterility, aggressive behavior and depression. Some side effects appear quickly; others such as heart attacks and strokes, may not show up for years. Other signs of steroid use include jaundice; discoloration of the skin; swelling of feet or lower legs; trembling; and bad breath.

CANNABIS (MARIJUANA)

Physical effects of cannabis include increase in heart rate, bloodshot eyes, dry mouth, and hunger. Marijuana smoke is carcinogenic and damaging to the respiratory system.

Use of cannabis may impair short-term memory and comprehension, alter sense of time, and reduce coordination and motivation. Marijuana can also produce paranoia and psychosis. Long-term users may develop psychological dependence.

HALLUCINOGENS

Phencyclidine (PCP) produces dramatic behavioral alterations. The drug blocks pain receptors, which may result in self-inflicted injuries. PCP usually causes distance and space estrangement, lack of muscular coordination, dulled senses and impaired speech.

Chronic users of PCP report memory and speech difficulties, mood disorders, paranoid and violent behavior, and hallucinations. Large doses of PCP may produce convulsions, coma, heart and lung failure or ruptured blood vessels in the brain.

Lysergic acid, (LSD), mescaline and psilocybin cause illusions and hallucinations. Physical effects may include dizziness, weakness, tremors, nausea and drowsiness. A bad psychological reaction to these drugs is common. Users may experience panic, confusion, suspicion, anxiety, and loss of control. Delayed effects, or flashbacks, can occur long after use.

NARCOTICS (HEROIN, MORPHINE)

Narcotics initially produce a feeling of euphoria followed by drowsiness, nausea and vomiting. Users may experience constricted pupils, watery eyes and itching. An overdose may produce slow and shallow breathing, clammy skin, convulsions, coma, and death.

Tolerance to narcotics develops rapidly and dependence is likely. Injection of narcotics may cause diseases such as AIDS and hepatitis. Addiction in pregnant women can lead to premature, stillborn or addicted infants.

OTHER STIMULANTS

Stimulants can cause increased heart and respiratory rates, el-

evated blood pressure, dilated pupils and appetite loss. Users may perspire, experience headache, blurred vision, dizziness, sleepiness and anxiety. Very high doses can cause irregular heartbeat, tremors, loss of coordination and physical collapse. Amphetamine injections may result in stroke, high fever or heart failure.

Users report feeling restless, anxious and moody. Regular use can lead to amphetamine psychoses that includes hallucinations, delusions and paranoia.

Information for Health Risks was taken from "What Works: Schools Without Drugs", US Department of Education 1989; and "What Works: Workplaces Without Drugs", US Department of Labor.

Drug and Alcohol Counseling Treatment or Rehabilitation Assistance

As part of the University's goal to provide a drug-free workplace/schools environment, we recognize the need to provide drug and alcohol counseling, treatment and rehabilitation assistance to students and employees.

For students, a number of programs are available on campus. Included are:

Dean of Student Services 590-7900
Free literature, advising, referral

Counseling and Student Health Services 590-7950
Free Counseling and assessment services
Referrals available

For Faculty and Staff
Office of Human Resources 590-1400
Provides referral assistance to all employees; provides information regarding use of benefits for treatment programs.

Student Health Services and the Office of Human Resources
Provide brochures, films, videos and information about community services available to students, faculty and staff.

Standards of Conduct

All students, faculty and staff are expected to recognize the potential for alcohol and drug abuse whenever alcohol or illegal drugs are sold, given and/or used, and that such abuse is in conflict with the University's Drug-Free Workplace/Schools Policy. Violation of this policy by students or employees shall be reason for evaluation/treatment for a drug/alcohol use disorder or for disciplinary action up to and including termination of employment or student expulsion from the University.

The University publishes a Student Guidebook which includes policies on alcohol and drugs. The "Student Code of Conduct" outlines disciplinary actions which may be taken for violation of the University's policies. Students should review this section of the guidebook and be familiar with possible consequences, up to and including expulsion from the University.

In accordance with Florida Statutes 240; Board of Regents Rules, University Rule, and University Policy and Procedures, disciplinary action may be taken against any employees found to have violated the Drug-Free Workplace/Schools Policy. If any disciplinary action is taken, the employee charged may seek review through applicable procedures, if any, provided by collective bargaining agreements, University or Board of Regents rule, and/or applicable law or regulations.



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